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EXTRACT FROM DOCUMENT BY THE OFFICE OF TRAINING ENTITLED,  
"A PROGRAM FOR THE ESTABLISHMENT OF A CAREER CORPS IN CIA"

### University Contacts

A CIA contact will be established in each of a selected group of about 50 universities and colleges (listed in Appendix B). The contact will be reimbursed as a consultant at the rate of \$25.00 a day for ten days a year, so that he will give more than casual attention to the problem. Handling the contacts and other matters connected with this program will at first require a major part of the time of members of the Offices of Personnel and Training.

Contacts should be men with considerable intelligence experience in CIA or other intelligence agencies. They must be men of the highest quality, since qualitative discrimination by individuals appears to be subjective, i.e., it is based on comparison of the subject with the discriminator. They must be sufficiently active in the non-academic affairs of the institution so that they will know students outside of their own fields. In a few institutions the ideal contact will be the Dean of the College. In Universities, there should be two or more, one for the College and one for each graduate school, since the students in one school are seldom well known to the faculties of the others. In many institutions there is a club, composed of intellectually elite undergraduates, graduate students, and faculty, and devoted to serious discussion. A faculty member of such a club would know the desirable students.

Suggested contacts will be listed through consultation among Personnel Procurement Officers, [REDACTED] and the Office of Training. Members of the Offices of Personnel and Training who are well qualified to negotiate in colleges and universities will visit the institutions concerned to consult the authorities, establish contacts, and to deal with other matters noted below. 25X1A

Contacts must be cleared through Secret, and brought together in the Agency in the summer of their first year, to attend the Orientation Course and to receive other indoctrination. They will be carefully briefed on what information they may give applicants.

Contacts will begin to watch those undergraduates who emerge in their junior year above a line of performance to be established locally, and in their senior year students who blossom late. Graduate students should be picked up after their first year. Students who transfer will be passed on from contact to contact.

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Summer scholarships might be used for language study in various institutions or for study abroad. If properly approached, college officials will be willing to administer funds for this purpose.

Graduate students may be similarly guided and motivated by contacts. Of particular value would be study of Russian and other languages, and study of the Soviet area and Soviet science. Universities will have to be persuaded and perhaps subsidized to provide the latter. In many cases, it will be desirable to guide the student to a dissertation topic of interest to the Agency, and if necessary, subsidize him. The dissertation, however, must be unclassified, or the student will not receive full benefit from his training.

At no time will the contact give the applicant the impression that he is being selected as a member of an elite corps, but rather that he will be given an opportunity to prove by his own performance that he is entitled to training and opportunity for advancement.

Toward the middle of the student's final year, the contact will turn him over to a Personnel Procurement Officer. The contact will recommend a few of the best students as professional trainees, and the remainder for other more specific employment in the Agency. Applicants with operational

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